



Risk Factors for Military Misconduct

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Background

- **Original project title: “Adaptability for Military Service”**
- **Collaboration between Naval Health Research Center and Navy Personnel Research, Studies, and Technology**
- **Plan was to examine both recruit attrition and fleet attrition**
- **Misconduct is a high-impact source of fleet attrition**



Research Setting

- **Navy Region Southwest Transient Personnel Unit (TPU)**
- **TPU has an Administrative Branch (regular Sailors) and a Discipline Branch (Sailors with legal problems)**
- **We compared personnel in the two TPU branches on factors potentially associated with misconduct**



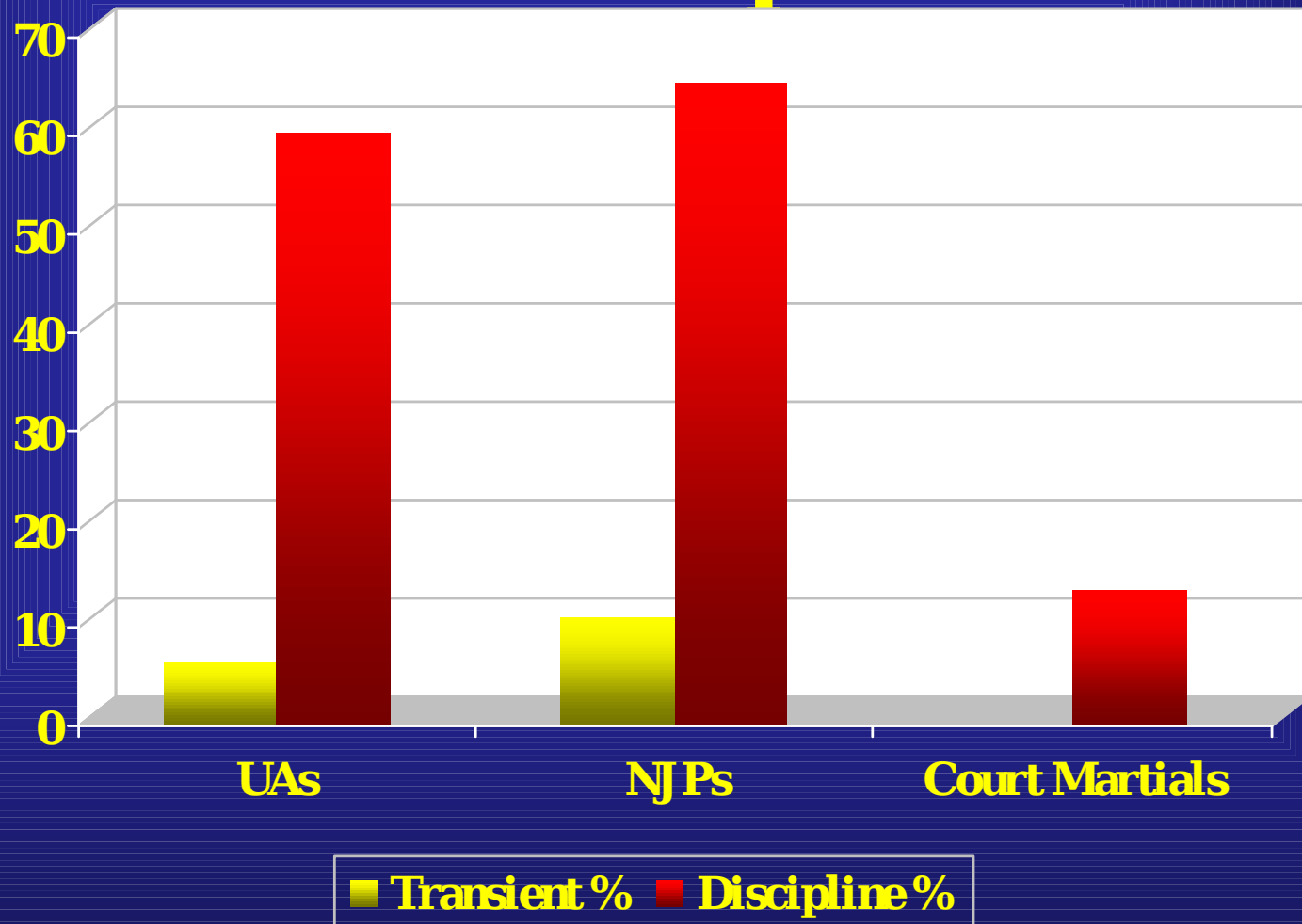
Discipline vs. Administrative

*Similar demographics once age
was capped at 35 years*

	Discipline	Transient
# Valid Surveys	158	291
% Male	88%	85%
% Married	30%	39%
% GED	11%	9%
% White	50%	51%
	22.2	



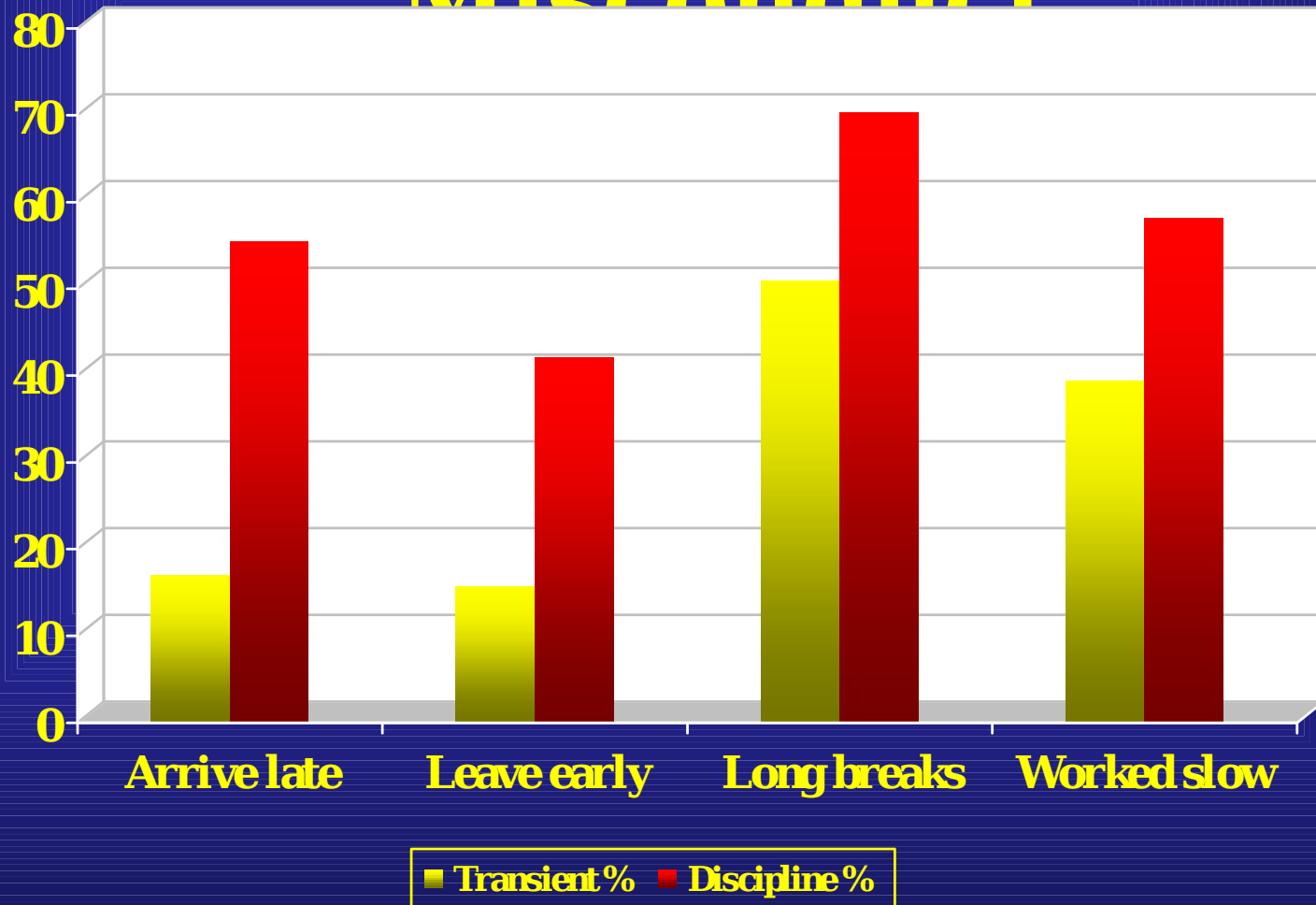
Offenses and Disciplinary Actions: Examples





“Workplace Deviance Scale”

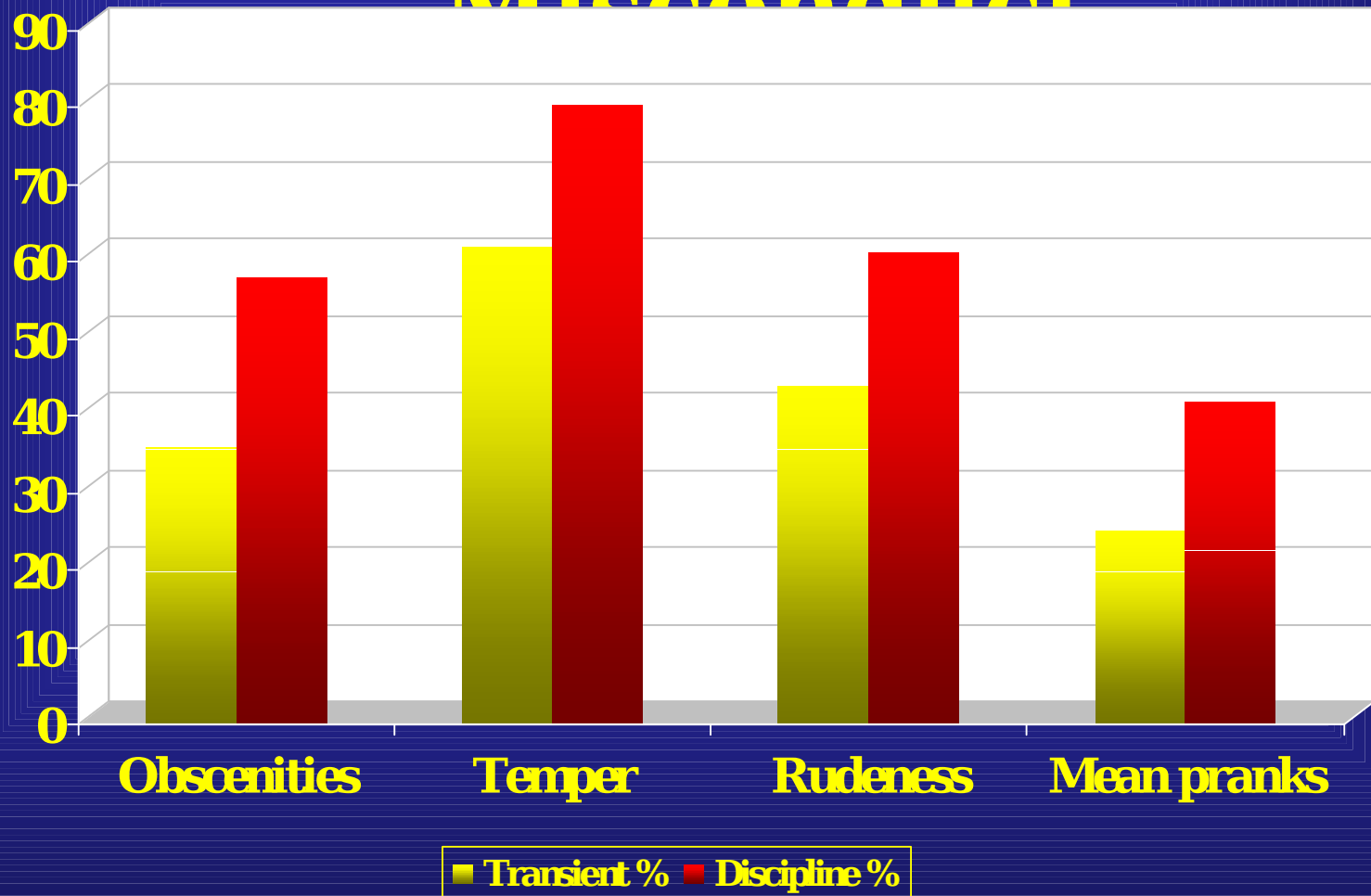
Organizational Misconduct





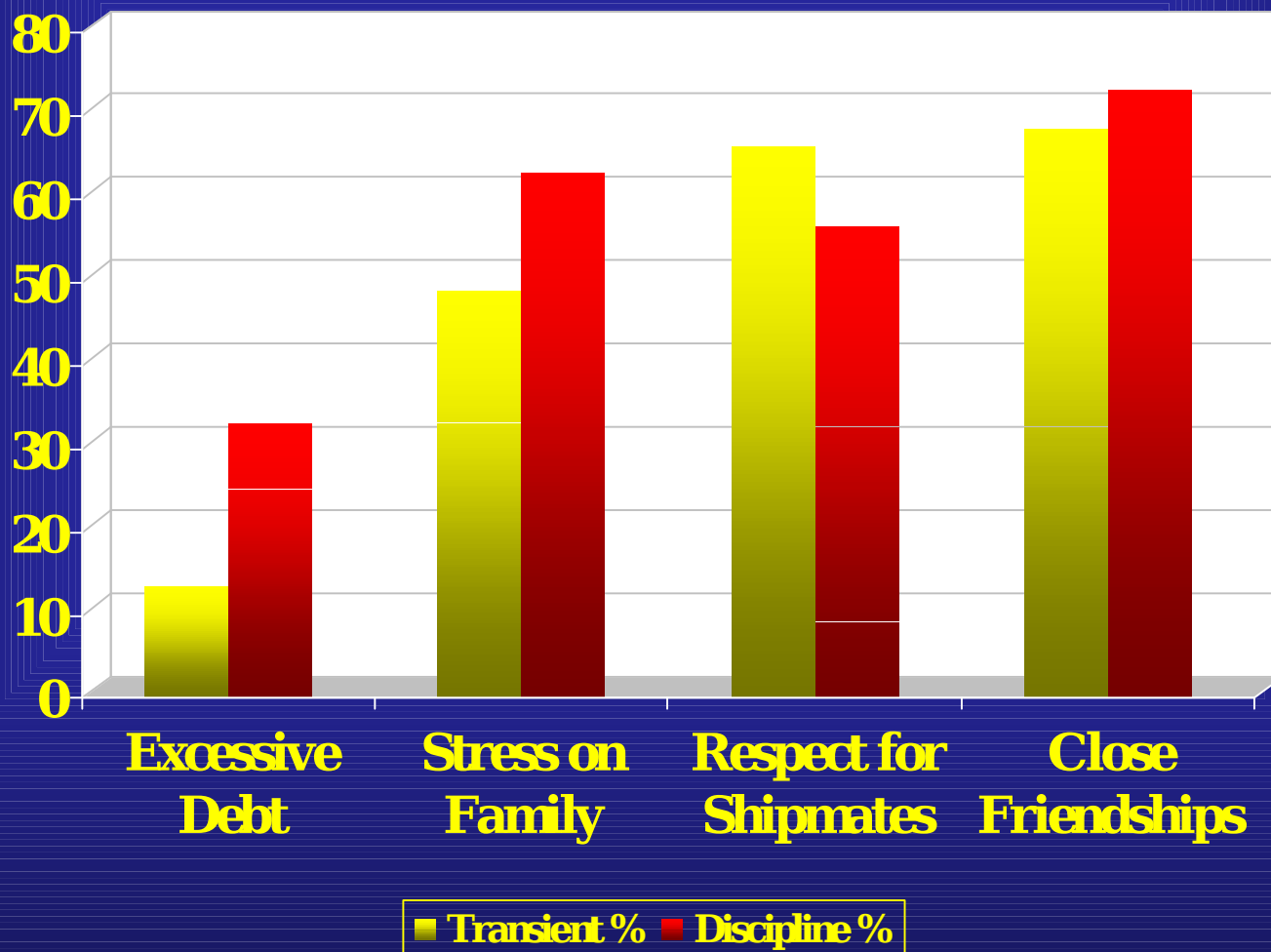
“Workplace Deviance Scale”

Interpersonal Misconduct





Experiences Since Joining





Variables Linked to Misconduct

Biographical

- Family Dysfunction
- Deviant Peers
- Alcohol Abuse

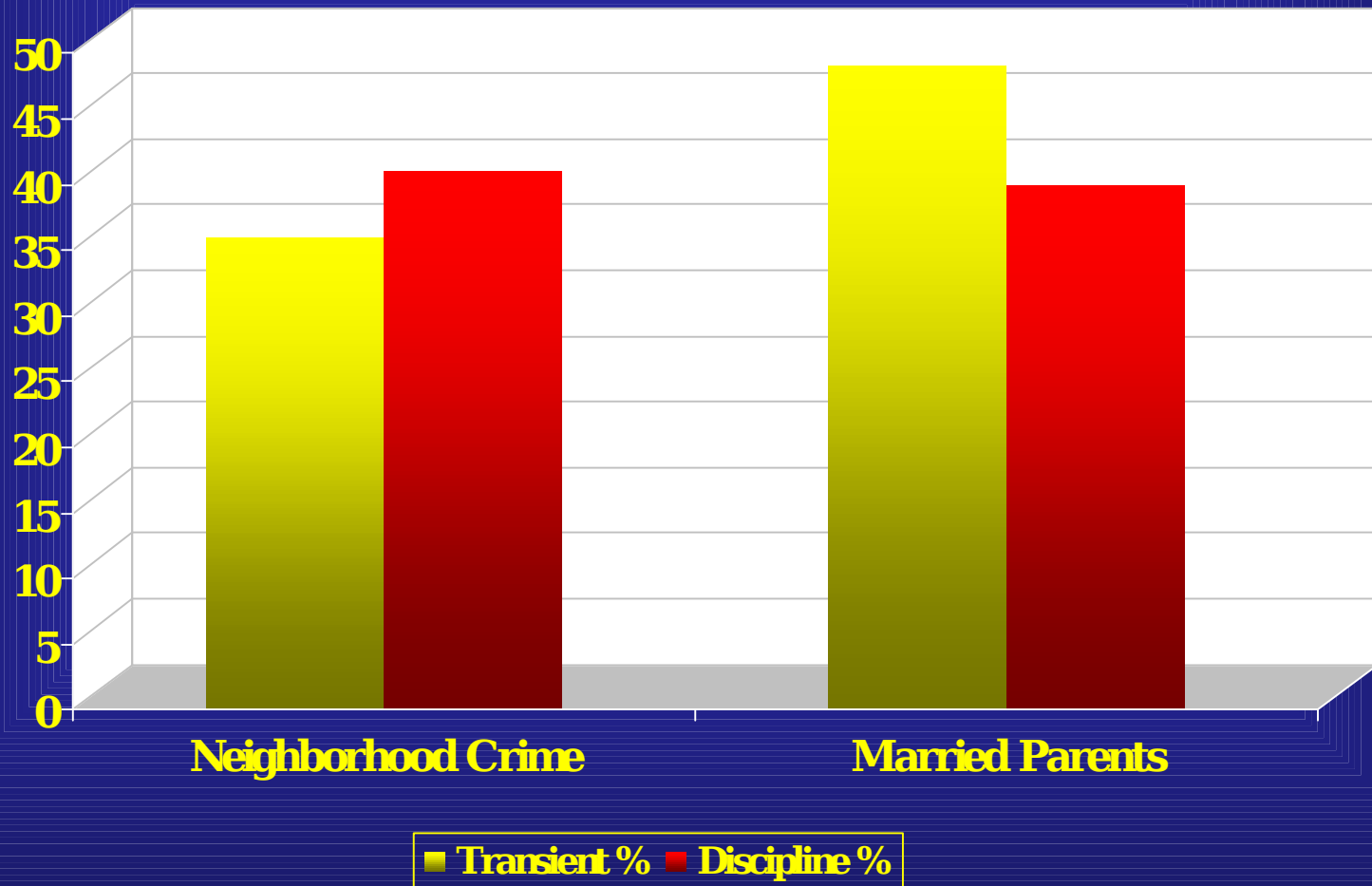
Personality

- Self-control
- Impulsivity
- Negative Affect
- Trait Hostility

Not Studied: *Integrity,
ADHD, Anti-social
Personality Disorder,
Psychopathic Tendencies,
Brain Function*

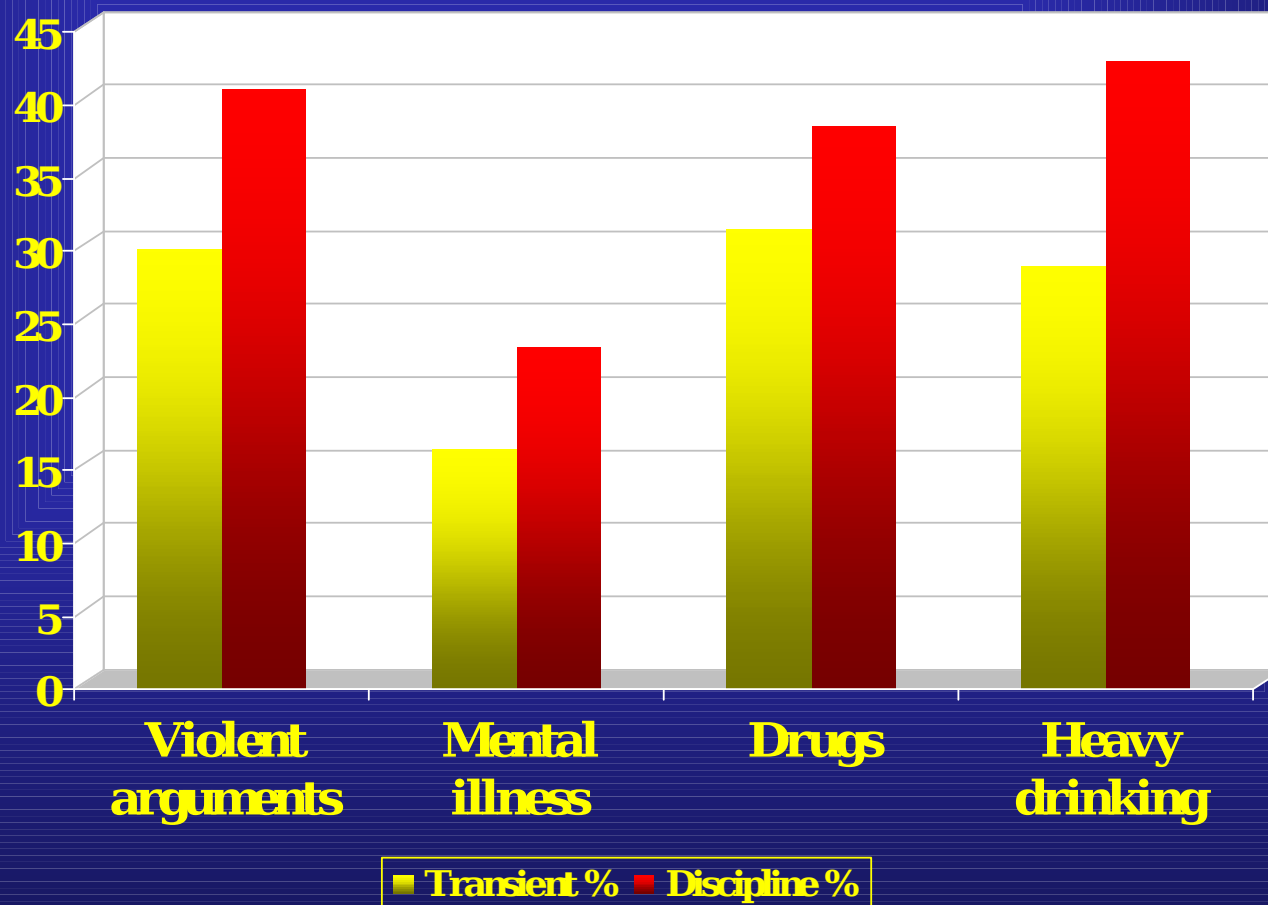


Non-significant biographical (youth) factors



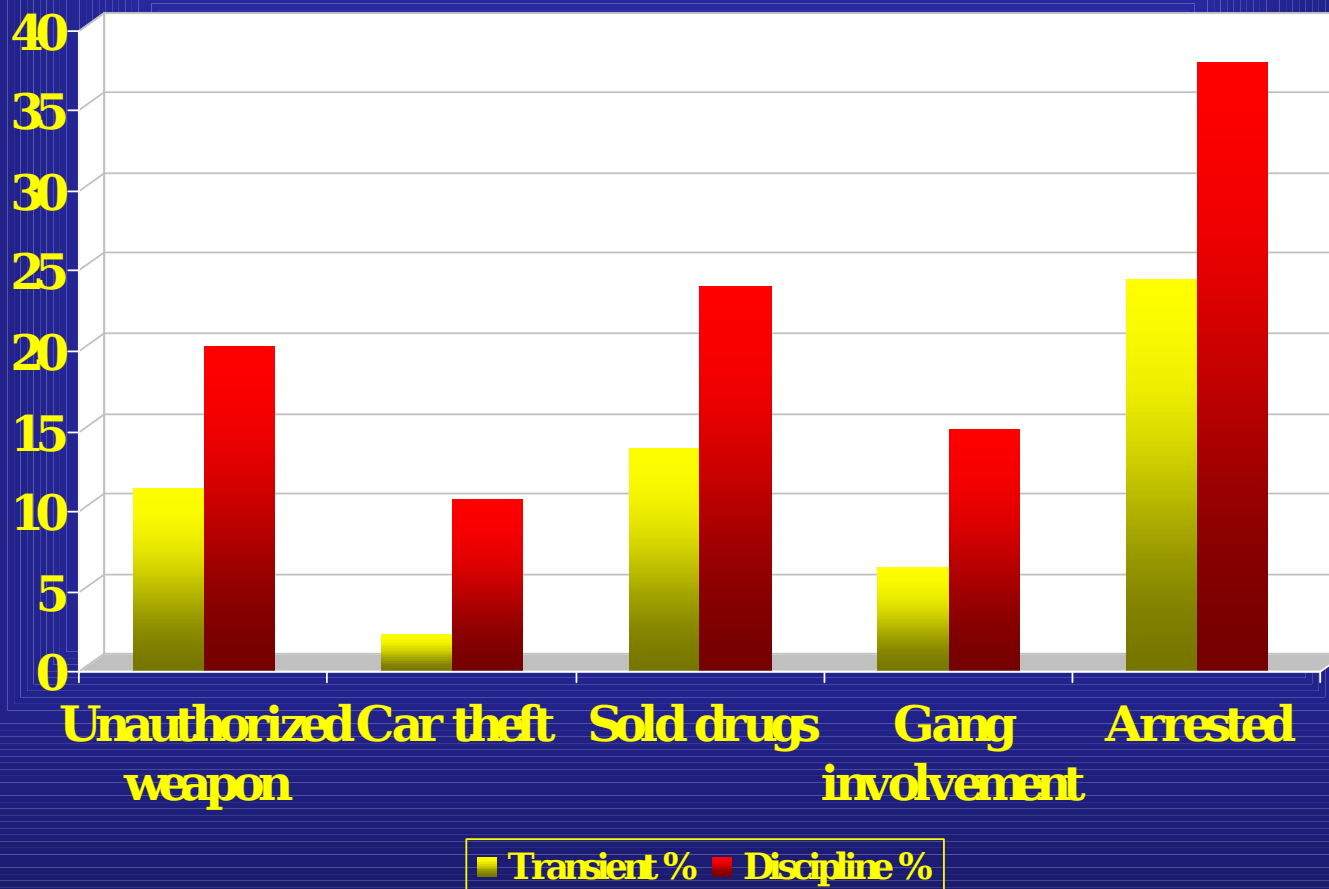


Significant biographical factor: Early household environment



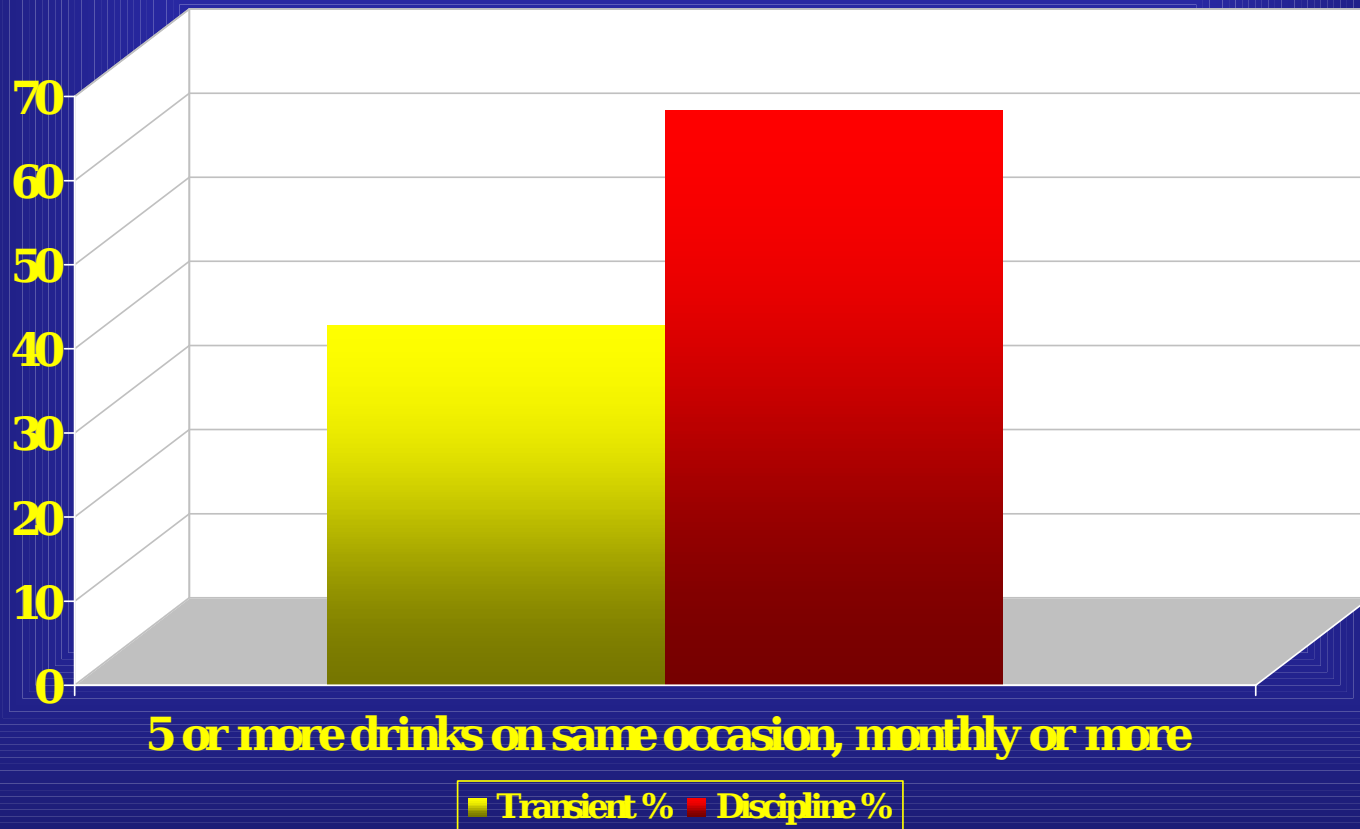


Significant: Conduct of Current “Close Friends”



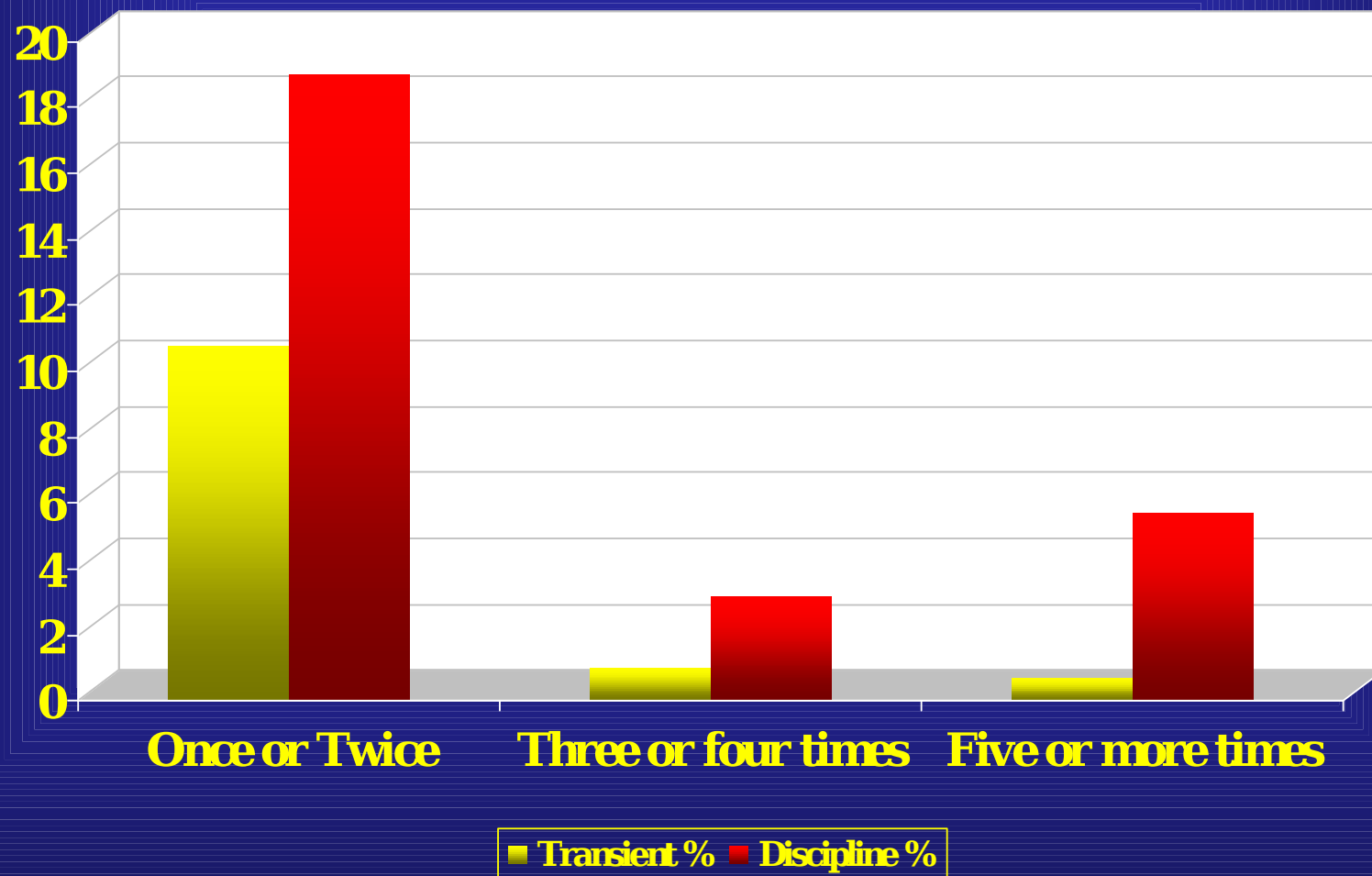


% Monthly Binge Drinking





Alcohol Has Affected Job Performance





Study Variables

Biographical

- **Family Dysfunction**
- **Deviant Peers**
- **Alcohol Abuse**

Personality

- **Self-control**
- **Impulsivity**
- **Negative Affect**
- **Trait Hostility**



Personality Traits Measured in the Study

- **Self-control:** *“Sometimes I will take a risk just for the fun of it”*
- **Impulsivity:** *“I get into trouble because I do things without thinking”*
- **Hostility:** *“Almost every week I see someone I dislike”*
- **Positive & Negative Mood:** *“Proud, Enthusiastic ... Upset, Ashamed”*



Discipline vs. Transient: Major Determinants of Misconduct

- **Heavy drinking (OR = 2.4)**
- **High impulsivity (OR = 2.2)**
- **High trait hostility (OR = 1.8)**
- **Antisocial behavior of friends (OR = 1.6)**